

SPEAK UP BE HEARD YOU MATTER



At Republic Services, We Are Committed to the Highest Standards of Ethical Business Conduct and We Count on Every Employee to Make the Right Choice – Every Day, Every Time.

If you have a question, concern or believe something is unethical or inconsistent with our values, policies or Code of Business Ethics and Conduct, promptly **SPEAK UP**. You will **BE HEARD** and the appropriate action will be taken. **YOU MATTER** and you play an important role in maintaining our highly ethical and compliant culture.

We Want to Hear From You!

Speak directly to any of the following: Your immediate Supervisor any other Manager • Human Resources • the Legal Department • Ethics & Compliance Office

Call the confidential
AWARE Line at
1-866-3-AWARE-4

Go online to the confidential
AWARE Line at
AWARELINE.RepublicServices.com



OUR POLICY OF NO RETALIATION

No matter how you choose to communicate, the Company does not permit retaliation or intimidation against anyone who reports a concern, raises a compliance question, seeks advice or cooperates in an investigation.